

## WNEP New Staff Training Overview

### Learning Outcomes:

As a result of participating in WNEP New Staff training, new educators will:

- Have knowledge of key core subject content pertaining to dietary quality (food and nutrition), food safety, food resource management and food security that has been integrated into nutrition curricula and resources used within SNAP-Ed and EFNEP programming.
- Be familiar with the situations of hunger and poverty in Wisconsin and the impact on families, their health and food choices/decisions
- Have knowledge of resources and tools for teaching and working with families to impact food choices and buying decisions
- Describe the importance of having a plan for teaching and evaluation of county based WNEP projects
- Describe what it means to teach within WNEP guidelines
- Gain a better understanding of the need and have knowledge of approaches for teaching adult learners, youth, those with low literacy and from cultures different from their own.

### Program Implementation and Strategies:

- UWEX Cooperative Extension Faculty and Academic Staff (County Coordinators and Nutrition Educators) hired to work with WNEP are expected to attend WNEP new staff training during their first two years of employment.
- The training is funded with dollars UWEX receives from USDA for delivery of the Supplemental Nutrition Assistance Program Nutrition Education (SNAP-Ed) and EFNEP, these dollars support materials, staff time and effort in addition to county support for staff travel and lodging when necessary.
- The training is designed to be an integrated independent study and face to face sessions learning course. Staff access course information and assignments prior to meeting as a total group via the WNEP website. <http://www.uwex.edu/ces/wnep/train/index.cfm>
- Staff are expected to complete assignments independently for learning the subject content of all units. During the face to face training session, study units are reviewed and emphasis is provided on technique and delivery of content to program learners.
- During the group sessions a variety of delivery methods are used: including but not limited to facilitated group discussions, lecture with audio visual, talking circles, small group discussions and participant learning and practice activities.
- This state wide training has been in existence for more than seven years to provide new educators learning skills and knowledge needed to deliver core subject content to SNAP-Ed and EFNEP participants. Interspersed in the training are the concepts of poverty, food insecurity,

diversity, low literacy and working with adult learners, learners of all abilities to help new educators understand their learners and best practices to establish rapport with them according to current research.

- The structure of the training curriculum initially provides new educators basic food and nutrition principles and concepts from USDA and was recently updated with the release of the new USDA Dietary Guidelines in 2005. Food Resource Management and Food Safety content follows that utilizes research based information primarily from UWEX and other USDA units.
- Large group sessions usually with each District represented, representing both rural and urban counties, with a varied degree of work experience and educational attainment. Racial and ethnic diversity is representative of Native American, Hispanic, Hmong, African American and Anglo American cultures. The degree of diversity reflects the general population of the state of Wisconsin. Sessions are conducted utilizing UWEX Cooperative Extension Faculty and Academic staff as facilitators (State Specialists and County Family Living educators) conducting one to two hour sessions on various topics (see training outline)
- WNEP New Staff training is a six day event, held two to three times each year; usually 2-days in winter (January or February), 2-days early spring (March or April) and 2-days in May or June. In 2010 there will be two 3-day sessions to reduce staff travel. Locations for training sessions will vary. Sessions this year are being held in Madison and a central WI location.
- WNEP New Staff training is planned and coordinated by the WNEP Program Specialist for Training, with assistance provided by other WNEP Program Area Specialists, the WNEP State Coordinator, and program based staff serving in the counties.
- WNEP New Staff Training content focuses on beginning skill and knowledge development in the competency areas of: *Planning Teaching Events, Teaching subject content in groups with adults and youth and at home visits with adults; Evaluating teaching events, and Building rapport with participants and agencies.*
- WNEP New Staff Training is intended to be a part, not all, of a new staffs training experience; other components are the New Colleague Orientation, orientation provided in the district, by county Department Heads, Co-workers, Program Leaders/Advisors and county based program collaborators. County Coordinators provide a role locally for training and orienting nutrition educators as supervisors.